

EIGHTH ARMY
RETENTION
OFFICE



Special Points of Interest:

- FY07-ETS SRB expires on 30 April 2007.
- MRTT is coming to Korea in May.
- The Far East Retention Training Seminar will be held in Seoul from 6-8 June 2007.
- Reenlistment window opens 24-months from ETS.

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Retention Newsletter



Volume 1, Issue 2

"a quarterly publication"

April 2, 2007

U.S. Citizenship and Reenlistment Eligibility

There are several eligibility requirements that Soldiers must meet in order to be qualified for continued service. Your Career Counselor is the technical expert and principle advisor to your Commander whom must certify your eligibility every time you reenlist.

The requirements include age, citizenship, physical, weight control, as well as moral and administrative standards.

The biggest change to these requirements is Soldiers who entered the service as a permanent resident alien do not have to obtain U.S. citizenship in order to stay on active duty. Under the old policy Soldiers could not exceed 8-years active federal

service without becoming a U.S. citizen.

A word of caution to Soldiers who fall in this category. If you are a non-U.S. citizen Soldier seeking certain reenlistment options, such as re-classing into another MOS, your non-citizenship status may prohibit you from doing so.

Certain MOS's, and in some cases duty assignments, may require you to be a naturalized U.S. citizen before allowing you to obtain it as a reenlistment option.

As many are aware, the process of naturalization can be a lengthy process. Therefore, if you plan to seek reenlistment options that consist of changing your MOS or

even a specific duty location, the time to start preparation to meet the eligibility requirements is now. Do not delay the citizenship process simply because it is no longer a basic requirement.

See your Career Counselor for more information on citizenship and how it impacts your reenlistment plans.



Citizenship ceremony at Walter Reed Medical Center.
Photo courtesy of DHS.

FY07-ETS SRB Program

As Spring arrives it is now more important than ever that Soldier's pay close attention to the Army's Selective Reenlistment Bonus (SRB) program.

Soldier's who have an ETS date prior to 1 October 2007 and qualify for a SRB can receive additional money if they reenlist prior to 30 April 2007.

To receive the increase the Soldier must already be eligible to receive a SRB under the current SRB program.

SRB eligible Soldier's who reenlist prior to 30 April with a FY07 ETS will receive a multiplier increase of 1.5 and a cap increase of \$7,500.

This is a great opportunity for eligible Soldier's to get paid additional money for their continued service.

April 30 is fast approaching so don't delay, see your Career Counselor today to find out if you qualify for up to \$7,500 in additional SRB payments.



Conducting retention interviews is just one of the many areas students of MRTT will be trained on during their 40-hours of instruction.

Mobile Retention Training Team (MRTT)

The Army's Mobile Retention Training Team will visit Korea from 7- 25 May 2007. Annually the team visits Korea and provides valuable training to teach full time battalion reenlistment NCO'S and company reenlistment NCO'S the fundamentals of retention, personnel and finance.

The team will conduct three separate trainings. The first week of training is at Camp Casey in the Warrior Club 7- 11 May 2007. The second week is at Camp Walker at the

Walker Lodge 14-18 May 2007. The third and last week of training is at Yongsan at the Embassy Club 21-25 May 2007.

Training will be conducted by Instructors from the Recruiting and Retention School at Fort Jackson, SC. Those who attend training will receive training that they can take back to their unit and will give them the tools to effectively work their unit retention program.

Everyone will benefit from the professional development re-

ceived during training. Attendees will be able to return to their unit and help their Soldier's throughout the retention process.

All battalion reenlistment NCO'S and company reenlistment NCO'S stationed in Korea will be scheduled for attendance by their servicing Career Counselor.

NCO's interested in attending one of the Mobile Retention Training's should contact their Career Counselor.

“One of the most important tools in the reclassification process is the In/Out calls.”

MOS Reclassification Program

Do you want to change your MOS and you do not know where to begin? If you are in a balanced or over strength MOS help is available.

The Army reclassification program is one tool available to assist you. The first step in the process is to figure out which jobs you would like to pursue; you should have at least two to three jobs in mind.

When trying to decide which MOS you would like to reclassify into, it's important to remember that, as a general rule, your requested MOS must be a shortage MOS.

One of the most important tools in the reclassification process is the In/Out calls. This is where you can find out the strength of your current and requested MOS.

Interested Soldiers can view DA PAM 611-21 to determine the eligibility criteria for each MOS. There are a couple of other references the Career Counselor will check, but this is a good starting point for Soldiers.

As with any program, there are certain eligibility requirements that must be met, so please see your Career Counselor if you are interested in reclassifying.



BEAR Program—get a new MOS and receive a reenlistment bonus.

Bonus Extension and Retraining (BEAR) Program

As today's Army transforms it is crucial to ensure MOS strengths are maintained and properly aligned. One tool used by the Army to change Soldier's from balanced and over strength MOS's to critically short MOS's is through the Bonus Extension and Retraining (BEAR) Program.

SSG's and below who are within 24 months of their current ETS and within 12 months of their DEROS and serving in

a balanced or over strength MOS may be eligible to request retraining into a critically short MOS through the BEAR program and receive a bonus at the completion of training.

Periodically HRC updates the list of MOS' in the BEAR program and announces them via MILPER message. To view the current BEAR message visit, <http://PERSCOMND04.ARMY.MIL/MILPERmsgs.nsf/>

[All+Documents/06-359?OpenDocument](#)

Interested Soldiers should contact their Career Counselor to find out if they qualify for the BEAR program. It's a great way to get a new job, get paid a bonus at the completion of training and put yourself in the drivers seat for faster promotions.

See your Career Counselor for more information.

MGIB Transferability of Benefits Program

Do you have the MGIB and don't figure to use it? You may be eligible to transfer some of those benefits to your spouse.

Regular Army Soldiers with six or more years of active federal service serving in an MOS designated as critical have the option to transfer 18-months of MGIB benefits (over \$18,000) to their spouse in conjunction with their reenlistment.

The following eligibility criteria must be met:

- Must be enrolled in the MGIB upon entry to active duty.
- Possess an MOS designated as critical, which is defined as a Soldier who qualifies for a "MOS specific" SRB incentive and is in Zone B or C at the time of reenlistment.
- Must have completed six years total active federal service at the time of reenlistment and reenlist for a minimum of four years.
- Complete the MGIB Transferability of Benefits form.

Eligible Soldiers who elect transfer of their MGIB benefits will have their SRB multiplier reduced by 0.5.

Eligible Soldiers, who do not elect to transfer their MGIB benefits during the current reenlistment, must wait until their next reenlistment to do so.

If you meet the eligibility criteria above, please see your Career Counselor for more information on the MGIB Transferability of Benefits Program.



Take advantage of your hard earned benefits.

\$2,000 Army Recruiting Referral Bonus

Soldiers, retirees, and civilians can earn \$2,000 for referring individuals to Army recruiters, if those referrals result in an enlistment. Referrals can be anyone except immediate family members. Immediate family members include spouse, parent (or step-parent), child (natural, adopted or step child), brother, or sister.

The \$2,000 referral bonus will be paid in two installments. The first \$1,000 will be paid to

the referring individual when the new Soldier commences basic training. The remaining \$1,000 will be paid once the new Soldier has completed and graduated from AIT or OSUT.

Those not eligible to receive a referral bonus include Soldiers and civilians assigned to the U.S. Army Accessions Command, U.S. Army Recruiting Command, Cadet Command, U.S. Army Reserve Command, National Guard State Recruit-

ing Commands, and any other member of the Army serving in a recruiting or retention position.

Referrals can be made to the following websites, respectively, for active-duty Army prospective recruits and Army National Guard prospective recruits: <https://www.usarec.army.mil/smart/> or www.1800goguard.com/esar.

**“Soldiers,
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Corporal Recruiting Program

The Army wants outstanding Soldiers who are SPC's or CPL's to become recruiters. If you want to become a Corporal Recruiter and meet the following eligibility criteria, submit your application.

Eligibility Criteria:

- Meet the basic recruiter qualifications outlined in [Para 2-4, AR 601-1](#). (The minimum age of 21 does not apply; however, the maximum age is 25).

- Be an E4 with 24 months time in service.
- Be single with no family members. This is a one year tour if you are single. If you are married, see the instructions for completing forms and the application checklist for E5-E7. This is a two year tour if you are married.
- Soldiers in Korea must have completed at least 60 days in country to apply.
- Have a minimum of 2

years Time Remaining in Service (TRS) after completing the Army Recruiting Course (ARC). If you do not have the required TRS, you must extend or reenlist to meet the 24 month TRS obligation **prior to attending** the recruiting school.

Upon successful completion of the ARC, Soldiers will be awarded SQI "4" to indicate basic qualification as a recruiter and will be entitled to Special

Duty Assignment Pay of \$450 per month and wear the Army Recruiting Badge.

Click on the following link for more information: <http://www.usarec.army.mil/hq/recruiter/Index.htm>





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**Eighth Army Retention is
on the Web:**
<http://8tharmy.korea.army.mil/retention>

Next edition: July 2007

Stay Army Strong.

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Reserve Component Retention SGM—724-8491

Senior Operations NCO—724-8903

Operations NCO—724-3724

Reclassification Authority—724-8480

Re-evaluate, Re-consider, Re-enlist

Retirement Plans

Service members of the U.S. military have the best retirement plan in America. Knowing which plan you fall under and the basic calculation of each will help you in retirement planning.

There are three systems in all and your Date Initial Entry to Military Service (DIEMS) determines which retirement pay system applies. What is common between the three systems is that the max percentage receivable is 75%.

The first plan, referred to as the **Final Pay** Retirement Pay System, includes those Soldiers who entered the service before September 8, 1980 and is based on your **final base pay** you received at retirement. The calculation for this system is: $(2.5\%) \times (\text{the amount of years you served}) = (\% \text{ of final base pay received})$.

Also, each year you stay in past 20 will add another 2.5% of the final base pay (i.e. 22 years = 55% of final base pay).

The **High Three** plan includes Soldiers who entered the service after September 8, 1980, but before August 1, 1986. The calculation is done in the same manner as mentioned above; however the percentage you will receive is based on the average of your highest 36 months of basic pay received. So, at 20 years of service you will receive $(50\%) \times (\text{the average of your Highest Three years of base pay})$. Increases for additional years past 20 are the same as above.

The last system is the **CSB/REDUX** system. This system includes Soldiers who joined on or after August 1, 1986. Under this system Soldiers will have the

chance to elect a \$30,000 bonus. Soldiers who elect not to take the Bonus will simply fall under the High Three system. If you do elect the bonus (election must be made when you hit 15-years of service) at 20 years you will receive 40% of your highest 36 months of basic pay. For each year you serve past 20 you will receive an increase of 3.5% (i.e. 22 years = 47% of your highest 36 months of basic pay).

For more information contact your local Retirement Services Officer or visit Retirement Services on the web at <http://www.armyg1.army.mil/rso/PreRetirement.asp>.